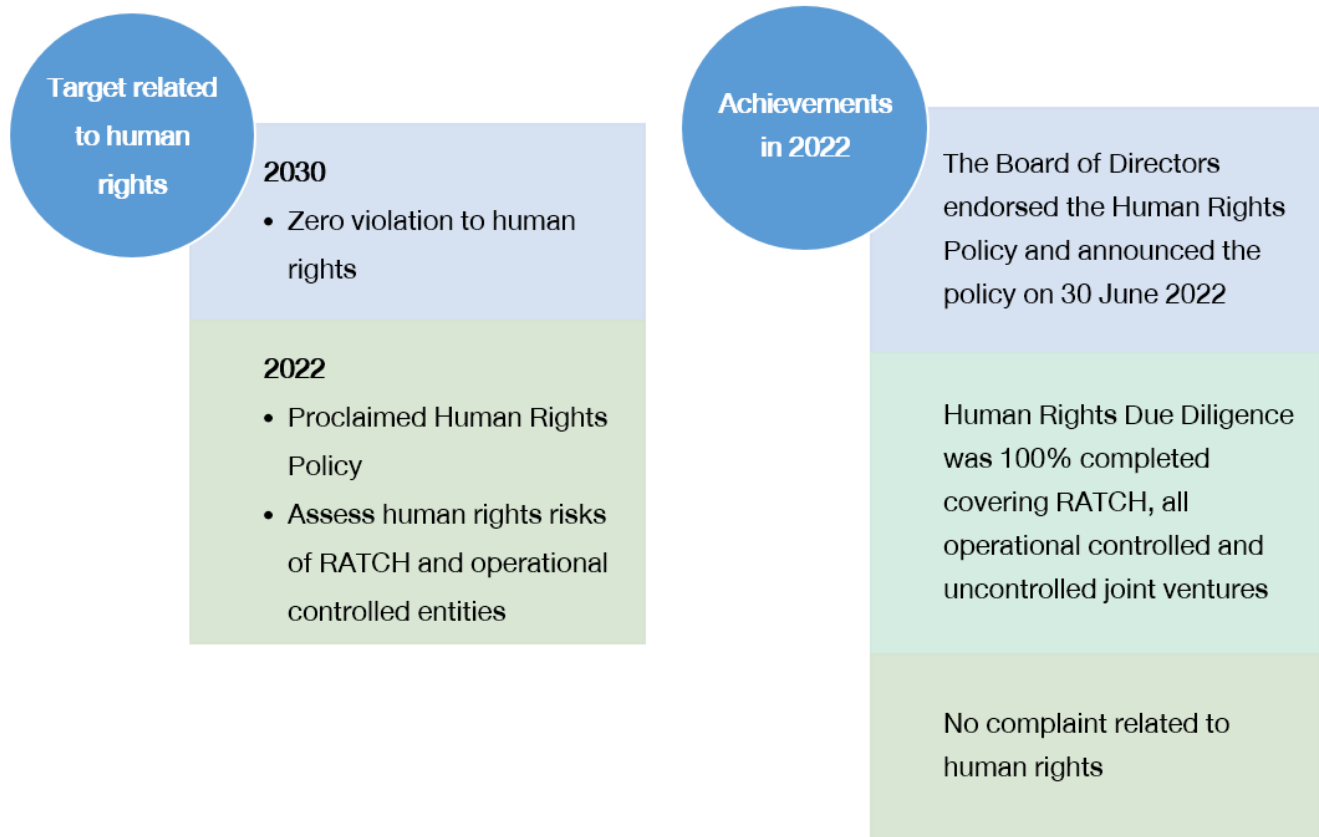


Human Rights Risk Management

Under the Sustainability Strategy, human rights are a material topic in the social dimension. RATCH sets a goal to achieve effective human rights management and prevention of violations within the company, all joint ventures with operational control and uncontrol and targets zero violation to the human rights of stakeholders throughout the value chain in 2030. A 5-year roadmap (2023–2027) was devised to steer the organization towards the target.



Enforcement of Human Rights Policy

RATCH started the Human Rights Policy drafting process in 2022. The principles and guidelines were drawn up in alignment with domestic legislation, corporate governance best practices and international human rights principles that encompass the Universal Declaration of Human Rights (UDHR), the United Nations Guiding Principles on Business and Human Rights (UNGPs), the United Nations Global Compact (UNGC) and the ILO Declaration on Fundamental Principles and Rights at Work.

Human Rights Due Diligence (HRDD)

In 2022, RATCH started implementing the Human Rights Policy. Being aware that human rights is an essential factor for successful and sustainable business, the company kicked off the development of the Human Rights Due Diligence, starting with the Human Rights Risk Assessment (HRRRA) to identify actual risks, potential risks and preventive and mitigative measures for the possible impacts on the company's rights holders.

Human Rights Risk Assessment: HRRRA

RATCH assessed the human rights risks in activities of the company, operational controlled entities and suppliers, covering both actual and potential risks.

Assessment Method

1. Identification

- Analyze issues in the company's activities and study actual risks faced by companies in the same industry, global trends and emerging events during the COVID-19 pandemic.
- Consider an act a risk if it may cause impacts on rights holders and the vulnerable.
- Identify women, pregnant women, children, people with disabilities, the elderly, LGBTQI+ persons, indigenous peoples, migrant workers and third party's employees as the vulnerable.

2. Assessment of Inherent Risk

- Assess and prioritize existing risks that have not yet been controlled.

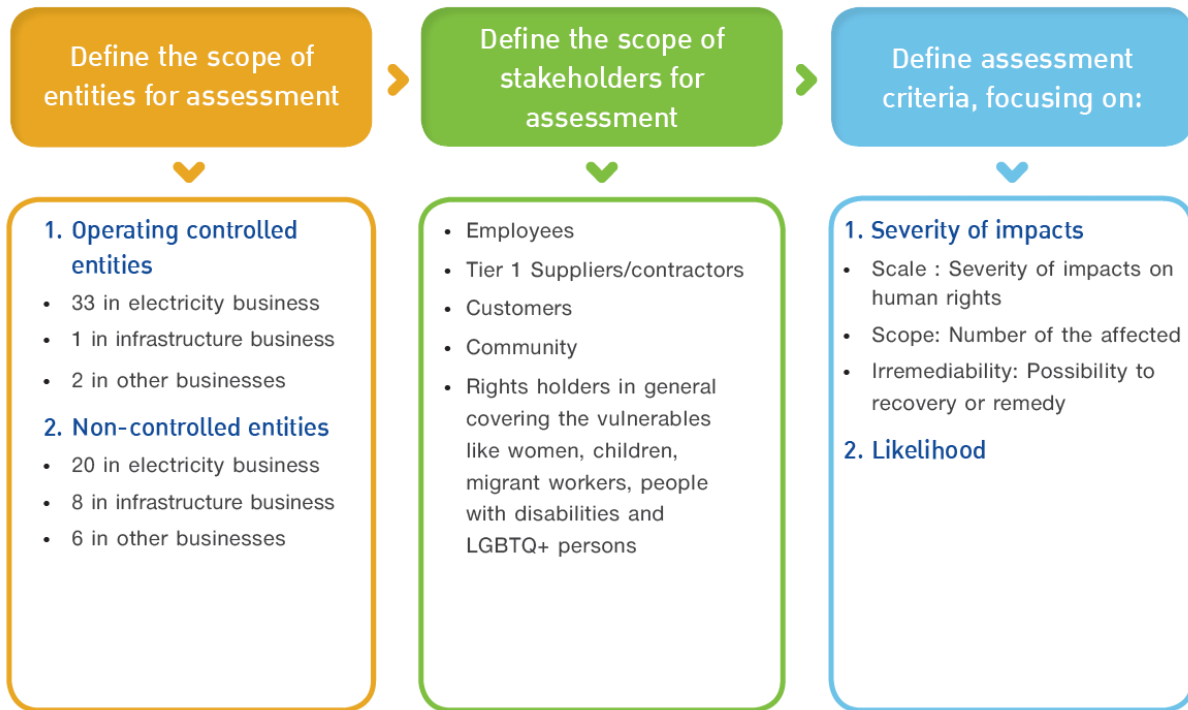
3. Assessment of Residual Risk

- Assess and prioritize the risk remaining after mitigation measures have been applied.

4. Prioritization of Risks

- Prioritize salient issues from extreme residual risks and identify mitigating measures to reduce the risk level.

Rights Risk Assessment Process



Rights Holders and Human Rights Issues Under Assessment

Involved rights holders	Assessed human rights issues
Employees	<ul style="list-style-type: none"> • Work environment • Health and safety • Discrimination and violation • Freedom of association and collective bargaining • Illegal workforce
Tier1 Suppliers/Contractors	<ul style="list-style-type: none"> • Work environment • Health and safety • Discrimination and violation • Discriminating acts against suppliers/contractors in procurement process
Community	<ul style="list-style-type: none"> • Health and safety • Standard of living • Land ownership and resettlement
Customers	<ul style="list-style-type: none"> • Health and safety • Personal data
All rights holders	<ul style="list-style-type: none"> • Cybersecurity/Information safety

Assessment results and preventive measures

Issues of RATCH and operating controlled entities	Preventive measures
<p>Health and safety of Tier1 suppliers/contractors</p>	<ul style="list-style-type: none"> • Enforce Supplier Code of Conduct in the supplier selection process. • Strengthen the enforcement of rules and regulations on safety, occupational health and the environment. • Supervise accordingly to ISO14001 environmental management standard. • Assess job risks prior to starting work. • Include labor protection and safety measures as a condition in the contract. • Arrange safety training for suppliers/contractors and sub-contractors. • Demand suppliers/contractors to evaluate job risks and set preventive and remediation measures. • Monitor suppliers/contractors' operations and compliance with safety measures. • Prepare a process/measure to handle complaints as well as a compensation and remediation process.
<p>Health and safety of community</p>	<ul style="list-style-type: none"> • Comply with the company's Human Rights Policy and the Code of Conduct. • Prepare a complaint-receiving process along with a rehabilitation and remediation process. • Assign the Community Relations Unit to interact with community. • Prepare an emergency/crisis response plan and evacuation plan, engaging community with regular drills.
<p>Community standard of living</p>	<ul style="list-style-type: none"> • Follow EIA measures on community development. • Establish a tri-partite committee as a panel for dialogue with community and relevant stakeholders. • Survey community satisfaction. • Organize activities to raise community safety awareness. • Contribute fund to the Power Development Fund (in Thailand). • Identify a dialogue process with community for settling concerned issues or remediation actions.

Issues of the company and controlled entities' tier1 supplier/contractors	Preventive measures
<p>Safety and health of suppliers' employees</p>	<ul style="list-style-type: none"> • Evaluate supplier risks and categorize them accordingly to risks and impacts on goods and service supply. • Demand the application of Supplier Code of Conduct. • Make the assessment on human rights issues a part of qualification process. • Evaluate the risks on safety and occupational health of high-risk suppliers. • Organize risk orientation for suppliers' employees and demand safety assessment prior to starting work. • Make safety equipment a condition of the contract. • Require suppliers to provide insurance to employees for high-risk jobs. • Require suppliers to provide medical checks to employees for high-risk jobs. • Require job risk assessment every 2 years. • Apply universal safety standards in the operations: Stop Work Authority and Lock-out/Tag-out LOTO. • Control the operations accordingly to ISO45001. • Require suppliers to show medical examination reports; permit to work in confined space, permit for hot work, height work permit or other permits required by laws. • Make sub-contractors' ESG assessment a condition of the tier1 supplier contract. • Monitor compliance with the company's measures and rules.

Issues of non-controlled entities	Preventive measures
<p>Labor treatment and complaint channel</p>	<ul style="list-style-type: none"> • Communicate the company’s policy and guidelines with joint ventures for their application. • Establish a human rights risk assessment process for activation in the project development stage/investment decision-making process. • Supervise joint ventures’ compliance with human rights principles through the Asset Management Function and the company’s representatives sitting in the joint ventures’ board of directors. • Coordinate and cooperate with joint ventures in identifying corrective measures and reporting to the Board of Directors. • Advise joint ventures to develop a Human Rights Due Diligence process and disclose the results accordingly to industry best practices and universal standards.